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Office Memorandum • UNITED STATES GOVERNMENT

TO : Assistant Director of Training (O)

DATE: 16 Jan. 52

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FROM : [REDACTED]

SUBJECT: Weekly Report: 3 Jan. 52-10 Jan. 52

1. On 4 January, 15 new employees were tested. They were to be assigned to either the UTG/A or the Russian training programs. The testing was conducted by [REDACTED] with the assistance of [REDACTED] and [REDACTED].

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2. On 8 January a minority report on the Personnel Evaluation Report of the Working Group on Employee Rating was submitted to the Chairman of the Career Service Committee. On 9 January the Working Group met to discuss the minority report and to hear [REDACTED] the consultant. [REDACTED] agreed that rating factors would add to the value of a PER. There was considerable discussion, but no compromise was reached. Therefore, the Career Service Committee is being asked to make a decision on the question of rating factors in the Personnel Evaluation Report.

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3. In accordance with approval given by the Director of Training, Mr. John Garnet, Chief of the Employment Branch of the Department of State, was given an interview concerning assessment procedures possibly useful to the Department of State. The interview with Mr. Garnet was held on 8 January 52. It appears that (1) the Foreign Service is finding it increasingly difficult to attract candidates to the FSO program, whereas it is relatively easy to get interneers for the departmental program, and (2) Mr. Garnet believes that there is considerable dissatisfaction with the three and a half day objective and written testing program for selecting FSO's. Mr. Garnet is interested in promoting an assessment program for the FSO's and for the interneers.

4. On 5 January we carried out a validation experiment on temperament qualities and boss preference with the Professional Trainees. The results of this study are being analyzed at the present time by Mr. [REDACTED]

5. On 10 January I paid a courtesy call on Mr. John Wilson, who is in charge of psychological research programs carried out by the National Science Foundation. Dr. Wilson, until recently, was in charge of psychological research programs for the Office of Naval Research.

6. The case of [REDACTED] shows how very important it is to administer our aptitude tests before rather than after employment of Professional Trainees. If we can be granted space in Wing D at Alcott Hall, the testing program for the PT's can be carried out even with our limited staff.

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JOB NO. [REDACTED] FLD NO. [REDACTED] NO. 34 NO CHANGE
IN CLASS/DECLASS/CLASS CHANGED TO: TS S C RET. JUST. 22
NEXT REV DATE 10 REV DATE 10/1/52 REVIEWED 1/1/52 TYPE DOC. 02
NO. PGS 1 CREATION DATE [REDACTED] ORG COMP 11 OPI 11 ORG CLASS C
REV CLASS C REV COORD. AUTH: HR 70-3

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